Embracing Technology to Upskill and Retain Manufacturing Talent

Michael Muilenburg, 3M
Brian Sallee, Dozuki

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Challenge:

The Shifting Workforce

Retirements, job changes, and turnover creates a **leaky bucket**

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Industry Challenges

Your most **experienced & knowledgeable employees** are **retiring** in mass

You **can't fill open roles** fast enough, if at all

The people you *are* able to hire **don't have the skills you need**

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Solution:

Leverage technology to enhance the employee experience

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Step 1:

Capture the Knowledge

*Knowledge is the **foundation of a successful training program** and on-the-job support*

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Step 2:

Develop & Document Standards

Standards allow all employees (including new hires) to
do the job right, everytime

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Step 3:

Make It Accessible

*Knowledge must to be **readily available to be useful***

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Step 4:

Engage Operators

*Allow your workforce to suggest or make improvements, they do the work and can have **the best practical insights***
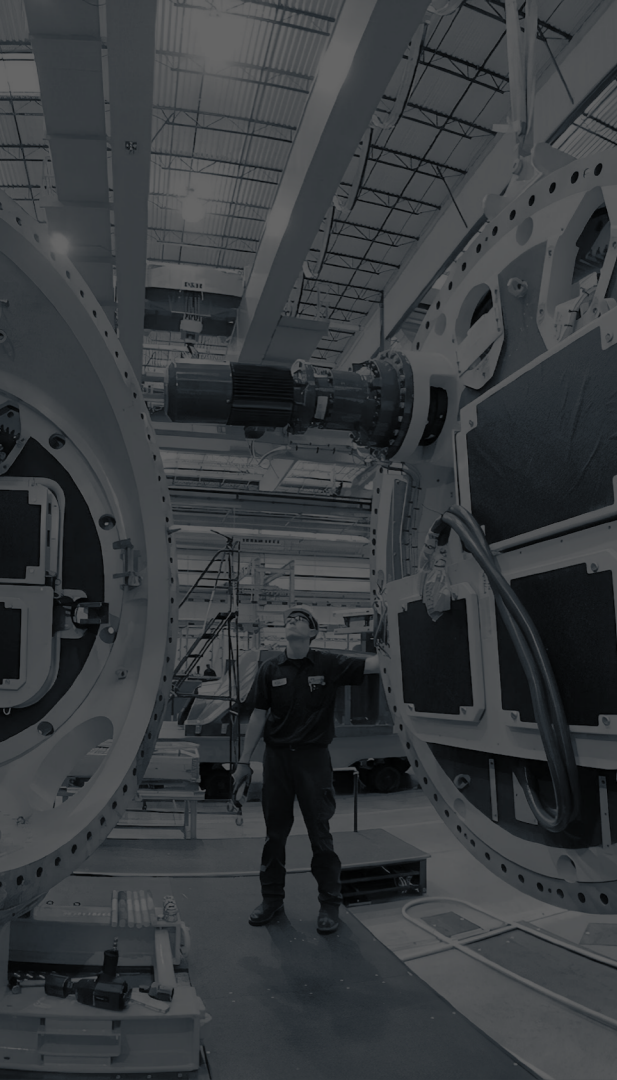
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Step 5:

Train to the Standard

Use the documented knowledge as the foundational building block for your training programs

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Sources

- McKinsey & Company
  - *Closing the skills gap: Creating workforce-development programs that work for everyone*

- Deloitte
  - *Creating pathways for tomorrow's workforce today*

- SHRM
  - *Preparing for an Aging Workforce*